



Workforce Evaluation: Arizona's Title I Adult Training Programs

January 23, 2025

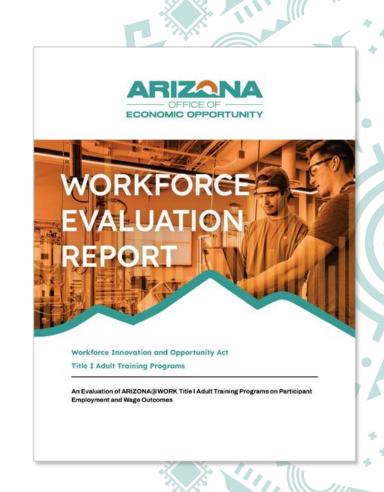
Welcome... Before We Begin

- Mics and cameras are off
- Slides and recording on the OEO Workforce Evaluation Page soon
- Webinar is approximately 45 mins
- Feedback Post Webinar Survey immediately following webinar
- Q & A at the end
 - Submit questions through Q & A in Zoom.
 - Specific report questions, please email <u>labor.info@oeo.az.gov</u>



Objectives of the Presentation

- Introduce the purpose and scope of the WIOA Title I Adult Training Program Performance Reports (Statewide & Individual)
- Highlight key findings from the evaluation
- Explain the scoring and rating system for training programs
- Share next steps for implementing insights
- Answer your questions and gather feedback





Agenda

About the Office of Economic Opportunity

Evaluation
Methodology & Scope

Reminder of WIOA
Performance
Measures

Evaluation Project Timeline and Next Steps



About the Office of Economic Opportunity



Arizona Office of Economic Opportunity Mission Statement

The Arizona Office of Economic Opportunity's mission is to strengthen Arizona's workforce and economy.





Mission Areas and Initiatives





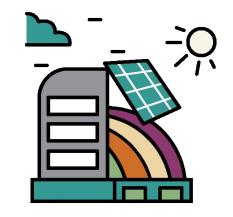


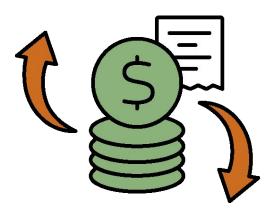
Workforce Planning

Economic & Labor Market

Population & Data







Arizona Finance Authority

Tax & Regulatory

About Our Agency:
The Office of Economic Opportunity

Established: 2016

Key Functions:

- Support WAC strategic initiatives for ARIZONA@WORK system
 - Includes WIOA Title I ETP services for Adult, Dislocated Worker, and Youth Services.

Strategic Goals:

- Increase the number of WIOA participants enrolled in high-impact training programs.
- Support strategic decision-making through new research publications including labor market and workforce analysis.

Report Objective:

This report aims to support both strategic goals.



Our Presenters



Rachael Tashbook Research Administrator (LMI) Office of Economic Opportunity

Doug Walls Chief Economist, Labor Market Information Director Office of Economic Opportunity



Additional Subject Matter Experts Available for Q&A

- Mingyu Yang
 LMI Research Administrator
 Office of Economic Opportunity
- Stacey Faulkner
 Workforce Administrator
 Office of Economic Opportunity
- Kennedy Riley
 Workforce Deputy Administrator
 Office of Economic Opportunity

- Nancy Meeden
 Title I Policy Manager
 Department of Economic Security
- Tina Landavazo
 ETPL Coordinator
 Department of Economic Security



Evaluation Methodology & Scope



Purpose of the Report

- Fairly evaluate the effectiveness of ARIZONA@WORK Title I **Adult Training Programs.**
- Provide data to expand understanding of participant outcomes.
- Provide workforce practitioners, training providers, and policymakers objective feedback



Please Note

- No Additional Reporting Required: DES matches employment records (via unemployment insurance tax data) with ARIZONA@WORK participant data.
- Accurate Data: UI tax data is comprehensive and provides quality employment and wage records.
- **Current Reporting Requirements:** Please note, we do not have the authority to reduce existing requirements for reporting.



Scope of the Evaluation

- **Data Source:** 17,200 Adult program participants who exited between Q2 2020 and Q1 2023.
- Only students in ARIZONA@WORK programs were included
- **Programs Evaluated:**
 - 55 training providers
 - 88 training programs (with at least 5 completers)

Metrics:

- Employment in the 2nd quarter after Title I program exit
- Employment in the 4th quarter after Title I program exit
- Average wages in the 2nd quarter after Title I program exit





Reminder of WIOA Performance Measures



Metrics

- Employment in the 2nd quarter after exit
 - The percentage of participants who are in unsubsidized employment during the second quarter after exit from the Title I program.
- Employment in the 4th quarter after exit
 - The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
- Average wages in the 2nd quarter after exit
 - The average earnings of participants who are in unsubsidized employment during the second quarter after exit from the program
- Based on the Department of Labor's required performance metrics
- Do not take into account the number of hours worked within the quarter tracked.



How Programs Were Evaluated

- **Predictive Model:** Compares actual participant outcomes to predicted outcomes based on:
 - Participant demographics
 - Employment barriers
 - Local economic conditions
- Scoring System:
 - Rating 1: Below lower bound of predictions
 - Rating 2: Within predicted range
 - Rating 3: Exceeded upper bound of predictions

The WIOA mandates the use of a similar statistical adjustment model in the negotiation and assessment of performance levels for state and local workforce programs



Program Ratings

Overall Ratings:

- Exceeded Expectations: Total score of 7–9
- Met Expectations: Total score of 6
- Below Expectations: Total score of 3–5

Results Overview:

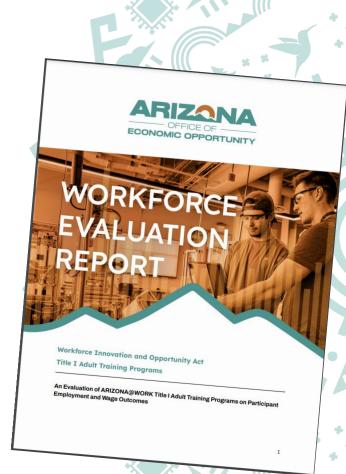
- 43% of programs exceeded expectations.
- 20% met expectations.
- 36% fell below expectations.



Statewide Report: Key Findings

- Programs in Health Professions and Homeland Security showed the highest employment and wage outcomes.
- Cosmetology Services often fell below expectations.
- Strong alignment with high-demand industries drives program success.
 - Nursing and health services support
 - Dental assisting and hygienist
 - Transportation

Statewide Report is available on the OEO website here: https://oeo.az.gov/workforce-evaluation



What to Expect in Individual Reports

About the Report: Details on the analysis available for your institution.

Performance Overview:

- Includes all programs evaluated at your institution.
- Core data: number of participants entering training, completing training, and quarterly employment and wage results.

• Training Evaluation Results:

- Program performance ratings based on participant and economic characteristics.
- Technical Notes

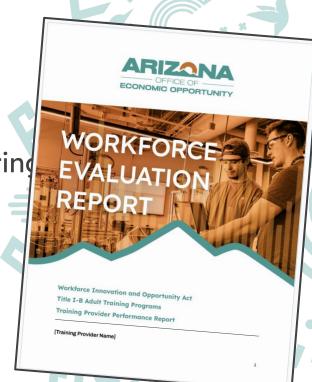


Table 1. Training Participants by Program

Classification Of Instructional Program (CIP) Codes	Training Program Name¹	Participants Entered Training ²	Participants Completed Training ²	Completion Rate ³
00.0000	Training Program #1	11	11	100%
00.0000	Training Program #2	43	36	84%
00.0000	Training Program #3	42	33	79%
00.0000	Training Program #4	9	9	100%
-	Participants in Programs with Fewer Than Five Completers	1	1	100%
	Total	106	90	85%

^{1.} Training program names were based on the names associated with the six-digit Classification of Instructional Programs (CIP) codes. Programs with the same six-digit CIP codes were grouped together. Training programs with less than five completers were excluded from the study.



^{2.} The counts of participants who entered and completed training were based on participants who exited the ARIZONA@WORK Title I-B Adult Program between Q4 2019 and Q1 2023.

^{3.} The completion rate was calculated by dividing the number of participants who completed training by the number of participants who entered the training program.

Table 2. Training Participants by Quarter

Participants Exited Period¹	Participants Entered Training ²	Participants Completed Training ²	Completion Rate ³	
Q4 2019	10	6	60%	
Q1 2020	8	7	88%	
Q2 2020	7	5	71%	
Q3 2020	6	6	100%	
Q4 2020	1	1	100%	
Q1 2021	2	1	50%	
Q2 2021	15	14	93%	
Q3 2021	13	13	100%	
Q4 2021	8	6	75%	
Q1 2022	6	4	67%	
Q2 2022	10	8	80%	
Q3 2022	6	6	100%	
Q4 2022	8	7	88%	
Q1 2023	6	6	100%	
Q4 2019 - Q1 2023	106	90	85%	

^{1.} Quarters refer to the quarter in which participants exited the training.



^{2.} The counts of participants who entered and completed training were based on participants who exited the ARIZONA@WORK Title I-B Adult Program between Q4 2019 and Q1 2023.

^{3.} The completion rate was calculated by dividing the number of participants who completed training by the number of participants who entered the training program.

Table 3. Training Outcomes by Program

CIP Codes	Training Program Name	Employment 2nd Qtr. After Exit	Employment 4th Qtr After Exit	Average Quarterly Wages 2nd Qtr After Exit
00.000	Training Program #1	90%	90%	\$8,567
00.0000	Training Program #2	85%	90%	\$8,044
00.0000	Training Program #3	78%	79%	\$6,342
00.0000	Training Program #4	100%	88%	\$8,463



Table 4. Training Outcomes by Quarter

Participants Exited Period			Average Quarterly Wages 2nd Qtr After Exit	
Q4 2019	-	70%	-	
Q1 2020	-	88%	-	
Q2 2020	86%	100%	\$5,496	
Q3 2020	83%	67%	\$5,219	
Q4 2020	100%	100%	\$6,110	
Q1 2021	100%	100%	\$4,731	
Q2 2021	87%	87%	\$7,607	
Q3 2021	77%	77%	\$6,924	
Q4 2021	100%	100%	\$7,166	
Q1 2022	83%	83%	\$8,091	
Q2 2022	100%	80%	\$7,911	
Q3 2022	67%	67%	\$7,004	
Q4 2022	75%	-	\$10,578	
Q1 2023	83%	-	\$7,597	
Evaluation Period	85%	83%	\$7,253	



Table 5. Program Individual Outcome Evaluation Result

CIP	Training Program	Employment 2nd Qtr. After Exit		Employment 4th Qtr. After Exit		Average Quarterly Wages 2nd Qtr After Exit				
Codes	Name	Actual	Predicted Outcome	Rating	Actual	Predicted Outcome	Rating	Actual	Predicted Outcome	Rating
00.0000	Training Program #1	90%	82% - 89%	3	90%	74% - 82%	3	\$8,567	\$8411 - \$9424	2
00.0000	Training Program #2	85%	83% - 90%	2	90%	77% - 85%	3	\$8,044	\$7794 - \$8727	2
00.0000	Training Program #3	78%	82% - 89%	1	79%	73% - 81%	2	\$6,342	\$7949 - \$8873	1
00.0000	Training Program #4	100%	82% - 90%	3	88%	72% - 81%	3	\$8,463	\$7562 - \$8806	2



Table 6. Training Program Overall Effectiveness Result

CIP Codes	Training Program Name	Score	Overall Rating
00.0000	Training Program #1	8	Exceed Expectation
00.0000	Training Program #4	8	Exceed Expectation
00.0000	Training Program #2	7	Exceed Expectation
00.0000	Training Program #3	4	Below Expectation



Technical Notes

The statistical adjustment model (SAM) for training programs is a multiple linear regression The statistical adjustment model (SAM) for training programs is a multiple linear regression model designed to predict participant outcomes and evaluate the effectiveness of ARIZONAG/WORK training. designed to predict participant outcomes and evaluate the effectiveness of ANECONAGEMENTA usual programs. Developed by OEO, the model estimates expected employment and wage outcomes by programs. Developed by OEO, the model estimates expected employment and wage outcomes by a factoring in participant characteristics and local economic conditions, providing a baseline to assess the state of transfer of transfer of conditions.

The methodology used in this report closely aligns with the U.S. Department of Labor's (DOL) SAM for The methodology used in this report closely slights with the U.S. Department of Labor's (UCLL) SAM for WIOO Title I performance evaluations. Similar to the DOL model, this approach incorporates a multiple true impact of training completion. WICH THE I performance evaluations. Similar to the DOL model, this approach incorporates a multiple session framework to predict participant outcomes while accounting for differences in demographic regression trainework to bredict participant outcomes while accounting for dimerences in gemographic behaviors, employment barriers, and local economic conditions. By isolating these external factors, and the properties of the p characteristics, employment barriers, and local economic conditions. By isolating these external factors, both models aim to level the playing field when comparing program performance and identifying areas for the program performance and identification areas for the program performance and identification are program are program performance and identification are program perform

The primary objective of the model is to isolate the effects of training programs by accounting for external the primary objective of the mode is to isolate the effects of training programs by accounting for external factors—demographics, employment barriers, and economic conditions—thus enabling a more accurate evaluation of program effectiveness.

- The model focuses on three key outcome measures: Employment in the second quarter after exit
- Employment in the fourth quarter after exit Each outcome is treated as a dependent variable in separate multiple linear regression models, while each outcome is treated as a dependent variable in separate multiple linear regression models, while participant characteristics and economic environment variables serve as independent variables. The linear

regression model is expressed as

and economissed as
$$y = \beta_0 + \beta_3 X_1 + \beta_2 X_2 + \beta_3 X_3 + \dots + \beta_k X_k + \epsilon$$

$$y = \beta_0 + \beta_3 X_1 + \beta_2 X_2 + \beta_3 X_3 + \dots + \beta_k X_k + \epsilon$$

where Y is the the dependent variable, β_o is the intercept. β_o s are the coefficients corresponding to the independent variables, and ϵ is the error term.

To predict employment and wage outcomes, the model includes the following independent variables:

- Participant Characteristics: Age, education level, race and ethnicity, employment barriers (e.g., Participant Characteristics: Age, education level, race and ethnicity, employment barriers (e.g., disability, voteran status), and training subject area. Participants' demographics help account for
- variances in outcomes based on personal factors.

 ARIZONA@WORK Services: The analysis considered participants' statuses regarding the receipt of the personal factors of the ARIZONA@WORK Services: The analysis considered participants' statuses regarding the re of various services. These include whether the participant established an individual Training of the participant established and individual training of the participants' services.

See Technical Notes for report clarification and methodology



Tools and Resources for Training Providers

- Training program performance reports.
- Two live informational webinars (January 22nd and 23rd) and one recorded session.
- Opportunities to provide feedback and improve review processes.
- Online dashboards for data visualization (Late 2025)
- Updated reports in Spring of 2026

• Please email labor.info@oeo.az.gov if you have any questions and/or feedback about the reports.



Key Dates

- **Statewide Evaluation Report Published**
 - December 3, 2024
- Training providers with sufficient data received evaluation result
 - January 16, 2025
- Webinars for Training Providers with Programs Evaluated
 - January 22, 2025
 - January 23, 2025
- Individual Report Results shared with WIOA local workforce boards (LWDB) including their ETP Coordinators
 - End of February, 2025
- **Performance Dashboards**
 - End of 2025
- **Data and Individual Report Updates**
 - Spring 2026



How Training Programs Can Engage

- Review the state evaluation report and your program-specific performance reports
- If you have questions or feedback on the reports please share with the Office of Economic Opportunity (labor.info@oeo.az.gov)

Q&A?



Follow Up

We want to hear from you!

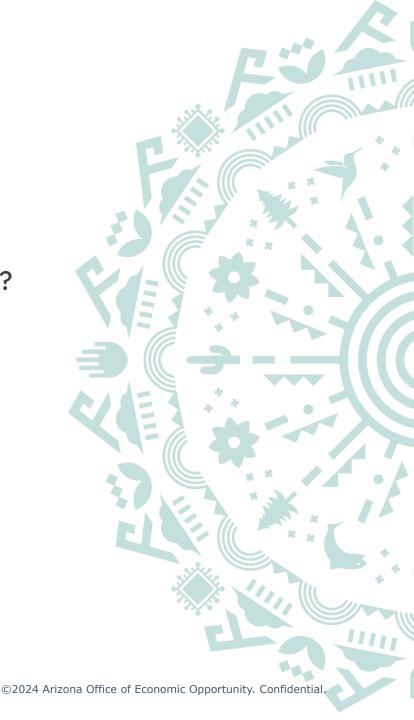
- What insights are most valuable to you?
- What additional tools or resources would support your work?
- What are your thoughts on the evaluation process?

Website Workforce Evaluation page:

https://oeo.az.gov/workforce-evaluation

Contact Information:

labor.info@oeo.az.gov





Thank you!

Contact Information:

labor.info@oeo.az.gov

